

FY 2009 Market Adjustments

Job Classification	Pay Grade	Market Position	Pay Plan*	Group
Accountant I	23		2	2
Accountant II	24	-16%	2	2
Accountant III	26		4	2
Accountant IV	29	-24%	4	2
Accountant V	32		3	2
Accounting Specialist	19	-3%	2	2
Activity Specialist I	22	-2%	2	2
Activity Specialist II	24	-4%	2	2
Activity Therapist I	22	-6%	2	2
Activity Therapist II	24	-14%	2	2
Activity Therapy Technician	14	-13%	2	2
Administrative Assistant	14		1	1
Administrative Law Judge	36	-24%	4	1
Administrative Officer	21	-23%	2	2
Administrative Specialist	18		2	2
Adv Regstrd Nurse Practitioner	34	2%	4	1
Advertising Coordinator	32		2	2
Agricultural Assistant	13		1	1
Agricultural Inspector II	22		2	2
Agricultural Inspector III	25	-15%	2	2
Agricultural Technician	17		1	1
Animal Science Technician I	16		1	1
Animal Science Technician II	18		1	1
Applications Developer I	27		4	2
Applications Developer II	29	-3%	4	2
Applications Developer III	31		4	2
Applications Development Supv	33	-13%	4	2
Applications Support Technicn	21		4	2
Archeologist I	22		4	1
Archeologist II	24		4	1
Archeologist III	27	-3%	4	1
Architect I	24		4	2
Architect II	27	-18%	4	2
Architect III	30		4	2
Architectural Intern	22		4	2
Architectural Project Designer	23		4	2
Assistant Director, Workers Comp	34		4	3
Assistive Technology Specialist	17		2	2
Attorney I	NA	-24%	4	1
Attorney II	32		4	1
Attorney III	NA		4	1
Attorney IV	36	-15%	4	1
Audio Visual Technician	18		2	1
Automotive Driver	13	-35%	1	1
Aviation Technician	22	-23%	2	3
Barber Shop Inspector	19	17%	2	1
Beauty Shop Inspector	19	17%	2	1
Bookbinder	*		2	2
Bookbinder Apprentice	*		2	2
Bookbinder Apprentice Senior	*		2	2
Bookbinder Senior	*		2	2
Broadcast Engineer	30	2%	2	2
Building Construction Insp	24	-2%	2	3

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Building Systems Engineer I	29		4	2
Building Systems Engineer II	32	2%	4	2
Building Systems Engineer III	35	-6%	4	2
Buildings System Technician	19	-21%	2	3
Capitol Area Guard I	15	-4%	1	1
Capitol Area Guard II	17		1	1
Carpenter	16	-20%	2	3
Carpenter Senior	19		2	3
Certified Asbestos Worker	20		2	3
Certified Asbestos Wrkr Senior	22		2	3
Certified Nurse Aide I	14	-3%	2	1
Certified Nurse Aide II	16	-16%	2	1
Certified Nurse Aide Trainee	12		2	1
Chemical Depend Rec Prog Dir	25	-3%	2	1
Chemical Dependency Counselor	22	-13%	2	1
Chemist I	23	-18%	4	2
Chemist II	25		4	2
Chemist III	28	-6%	4	2
Chief Eng/Dir Water Resource	38		4	2
Client Training Supervisor	22	2%	2	2
Clinical Chaplain	24	-9%	4	1
Clothing Specialist	11		1	1
Collector	19	4%	2	2
Collector Senior	21		2	2
Communications Special Super	22	-11%	2	3
Communications Specialist I	17		2	3
Communications Specialist II	19	-1%	2	3
Compliance Officer	19		2	2
Computer Oper Facility Tech	24		2	2
Computer Operations Manager	26	-36%	2	2
Computer Operations Supv	24	-31%	2	2
Computer Operator I	NA	-18%	2	2
Computer Operator II	21		2	2
Conservation Worker	22		1	1
Conservator	23		2	1
Cook	NA	-11%		
Cook Senior	14		1	1
Coord Of Children's Service	26		2	1
Correctional Facilities Spec II	26		2	3
Correctional Industries Mgr	22		4	2
Correctional Industries Mgr Sr	26	-13%	4	2
Corrections Counselor I	22	-14%	2	3
Corrections Counselor II	24		2	3
Corrections Manager I	27		3	3
Corrections Manager II	29		3	3
Corrections Manager III	31	1%	3	3
Corrections Officer I (A)	17		5	3
Corrections Officer I (B)	18	2%	5	3
Corrections Officer II	19		5	3
Corrections Specialist I	22	-4%	5	3
Corrections Specialist II	24		5	3
Corrections Specialist III	26		5	3
Cosmetologist	11	-16%	2	1
Custodial Crew Leader	NA			
Custodial Manager	22	-27%	2	1

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Custodial Specialist	13		1	1
Custodial Supervisor	NA	-22%		
Custodial Supervisor Sr	18		1	1
Custodial Worker	NA	-20%		
Dairy Foods Assistant	18		1	1
Database Administration Supv	33	-7%	4	2
Database Administrator I	27		4	2
Database Administrator II	29	-21%	4	2
Database Administrator III	31		4	2
Dental Assistant	15		2	2
Developmntl Disblty Specialist	18	-9%	2	1
Dietitian I	25	-10%	4	2
Dietitian II	27		4	2
Dietitian III	29	2%	4	2
Director of Reference Library	29		2	1
Disease Intervention Spec	23	-5%	2	2
Driver License Examiner	16	-19%	2	2
Driver License Examiner Coor	22		2	2
Driver License Examiner Senior	18	0%	2	2
Driver License Examiner Spec	20		2	2
Economic Development Rep I	24		4	2
Economic Development Rep II	28	0%	4	2
Economic Development Rep III	30		4	2
Economic Development Rep IV	32		4	2
Education Program Consultant	30	-8%	4	2
Education Specialist	22	-22%	2	1
Educational/Info Rep I	18		2	2
Educational/Info Rep II	21	-4%	2	2
Electrician	17	-32%	2	3
Electrician Senior	20		2	3
Electronic Control Center Sup	23		2	3
Electronic Control Center Tech	20	-11%	2	3
Electronics Technician	21	-14%	2	3
Electronics Technician Sr	23		2	3
Electronics Technologist	27	8%	2	3
Emerg Med Services Specialist	23		2	3
Enforcement Agent	28	5%	5	3
Engineering Associate I	25		4	2
Engineering Associate II	28	-9%	4	2
Engineering Associate III	30		4	2
Engineering Project Designer	26	-17%	4	2
Engineering Technician	19	-16%	2	2
Engineering Technician Assoc	14		2	2
Engineering Technician Senior	23		2	2
Engineering Technician Spec	26	-2%	2	2
Environmental Scientist I	27		4	2
Environmental Scientist II	29	30%	4	2
Environmental Scientist III	31		4	2
Environmental Scientist IV	32		4	2
Environmental Scientist V	34	2%	4	2
Environmental Technician I	15		2	2
Environmental Technician II	20	-26%	2	2
Environmental Technician III	24		2	2
Environmental Technician IV	27	-25%	2	2
Equipment Body Mechanic	19	-20%	2	3

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Equipment Mechanic	19		2	3
Equipment Mechanic Senior	21	0%	2	3
Equipment Mechanic Specialist	23	-2%	2	3
Equipment Operator	16		2	3
Equipment Operator Senior	18	-8%	2	3
Equipment Operator Specialist	20	0%	2	3
Equipment Operator Trainee	14		2	3
Equipment Planning Techn I	29	3%	2	2
Equipment Planning Techn II	31	-1%	2	2
Extension Nutritional Asst I	11		1	1
Extension Nutritional Asst II	13		1	1
Facilities Maintenance Super	21		2	3
Facilities Specialist	20	-13%	2	3
Financial Economist	33	13%	4	2
Financial Examiner	24		4	2
Financial Examiner Administrator	34	-16%	4	2
Financial Examiner Principal	31		4	2
Financial Examiner Senior	28	-10%	4	2
Fire Investigation Supervisor	27		5	3
Fire Investigator	26	9%	5	3
Fire Prevention Inspector	26	-4%	2	3
Fire Protection Specialist	28		2	3
Food Service Manager	23	-30%	2	1
Food Service Supervisor	NA	-16%		
Food Service Supervisor Senior	18		1	1
Food Service Worker	12	-11%	1	1
Food, Drug And Lodg Surv I	22		2	2
Food, Drug And Lodg Surv II	24		2	2
Food, Drug And Lodg Surv III	26		2	2
Forensic Scientist I	25		4	2
Forensic Scientist II	29	0%	4	2
Forensic Scientist III	31		4	2
Forensic Scientist IV	32		4	2
Funeral Home Crematory Inspect	21		2	2
Gen Maint And Repair Tech	13		2	3
Gen Maint And Repair Tech Sr	17		2	3
Geology Associate	27		4	2
Geology Trainee	25		4	2
Grain Mill Supervisor	22		1	1
Grain Mill Technician	18		1	1
Grain Warehouse Examiner I	22		2	1
Grain Warehouse Examiner II	24		2	1
Grain Warehouse Examiner III	27		2	1
Graphic Designer	NA			
Graphic Designer Senior	NA	-26%		
Graphic Designer Specialist	27		2	1
Grounds Maintenance Super I	NA	-36%		
Grounds Maintenance Super II	19		1	1
Health Care Assistant	13		1	1
Health Care Technician I	18	-13%	1	1
Health Care Technician II	20		1	1
Health Facility Surveyor I	26	-1%	4	2
Health Facility Surveyor II	29		4	2
Health Facility Surveyor III	31	-15%	4	2
Health or Environmental Pgm Analyst	29		2	2

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Health or Environmental Planning Cons.	27		2	2
Highway Patrol Captain	35		5	3
Highway Patrol Lieutenant	32	7%	5	3
Highway Patrol Major	37	16%	5	3
Highway Patrol Master/Tech Trooper	29	24%	5	3
Highway Patrol Trooper	26		5	3
Highway Patrol Trooper Trainee	24	9%	5	3
Historic Preservation Spec I	NA			
Historic Preservation Spec II	25	-17%	2	1
Historic Site Curator I	20	-21%	2	1
Historic Site Curator II	23		2	1
Human Resource Prof I	23		2	3
Human Resource Prof II	26	-14%	2	3
Human Resource Prof III	29	-18%	4	3
Human Resource Prof IV	32		4	3
Human Services Assistant	15		1	1
Human Services Consultant	24		2	1
Human Services Counselor	26		2	1
Human Services Specialist	21	0%	2	1
Human Services Supervisor	27		2	1
Industrial Hygienist	26		4	2
Industrial Safety Coordinator	29		2	2
Information Resource Mgr III	36		3	3
Information Systems Manager I	32	-9%	4	2
Information Systems Manager II	35		3	3
Investigative Agent	27		5	3
IT Architecture Analyst I	30		4	2
IT Architecture Analyst II	32		4	2
IT Project Analyst	30		4	2
IT Project Manager	32	-21%	3	3
IT Security Analyst I	30		4	2
IT Security Analyst II	32	2%	4	2
IT Security Analyst III	24		4	2
Juvenile Corrections Director	26		5	3
Juvenile Corrections Officer I	17	-12%	5	3
Juvenile Corrections Officer II	20	-8%	5	3
Juvenile Corrections Officer III	23	-15%	5	3
Juvenile Corrections Specialst	20		5	3
Labor Conciliator I	23	-7%	2	3
Labor Conciliator II	26		2	3
Labor Conciliator III	29		2	3
Laboratory Educational Technician	20		2	2
Laboratory Improvement Specialist	29		4	2
Laboratory Technician I	NA		2	2
Laboratory Technician II	17	-20%	2	2
Laboratory Technician III	20		2	2
Laborer Supervisor	15		1	1
Land Surveyor I	31	4%	4	2
Land Surveyor II	34		4	2
Landscape Architect I	24		4	2
Landscape Architect II	27	-22%	4	2
Landscape Technician	21		2	2
Laundry Manager	19	8%	2	1
Laundry Supervisor	16	-12%	1	1
Laundry Worker	10	-7%	1	1

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Law Clerk	17		2	1
Law Enforcement Officer I	23	-6%	5	3
Law Enforcement Officer II	25		5	3
Law Enforcement Officer III	28	8%	5	3
Legal Assistant	24	-31%	2	1
Librarian I	22		2	1
Librarian II	25	-4%	2	1
Librarian III	27		2	1
Library Assistant I	16		2	1
Library Assistant II	18	1%	2	1
Library Assistant III	20		2	1
Licensed Mental Health Tech	17	-19%	2	1
Licensed Pharmacy Inspector	32		4	2
Licensed Practical Nurse	18	-7%	2	1
Licensed Practical Nurse Sr	20		2	1
Lifeguard	6		1	1
Lock System Specialist	17	-28%	2	3
Lock System Specialist Sr	20		2	3
Long-Term Care Ombudsman	24		2	2
Machinist	19	-24%	2	3
Management Systems Analyst I	26		2	2
Management Systems Analyst II	29	3%	2	2
Management Systems Analyst III	32		4	2
Manufacturing Manager	30		2	2
Marketing Manager	28		2	2
Mechanic	16		2	3
Mechanic Senior	18	-24%	2	3
Mechanic's Helper	12		1	1
Media Production Director	29		2	1
Media Production Technician	24	-18%	2	1
Medical Record Supervisor	22		2	2
Mental Health Develop. Disability Tech.	17	14%	2	1
MHDD Technician Trainee	14		2	1
Microbiologist I	24	-25%	4	2
Microbiologist II	26		4	2
Microbiologist III	29		4	2
Motor Carrier Inspector I	19		1	1
Motor Carrier Inspector II	21	-21%	1	1
Museum Assistant	18		2	1
Museum Exhibits Director	26		2	1
Museum Exhibits Technician	18		2	1
Museum Specialist	21	-9%	2	1
Natural Resource Officer I	26	6%	5	3
Natural Resource Officer II	27		5	3
Natural Resource Officer III	29		5	3
Natural Resource Officer IV	31		3	3
Network Control Supervisor	30	-18%	2	2
Network Control Technician I	23		2	2
Network Control Technician II	26	-26%	2	2
Network Control Technician III	28		2	2
Network Service Supervisor	29	-16%	2	2
Network Service Technician I	23		2	2
Network Service Technician II	26	-11%	2	2
Network Service Technician III	28		2	2

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Nursing Education Specialist	32		4	1
Nursing Practice Specialist	32		4	1
Nutritionist	27		4	2
Nutritionist Senior	29		4	2
Office Assistant	NA	-19%		
Painter	16		2	3
Painter Senior	19	-13%	2	3
Park Attendant	11		1	1
Parole Officer I	22	-11%	5	3
Parole Officer II	24		5	3
Parole Supervisor	26	-14%	5	3
Petroleum Ind Reg Tech I	22	-21%	2	2
Petroleum Ind Reg Tech II	25		2	2
Petroleum Ind Reg Tech III	29		2	2
Pharmacy Compliance Inspector	24		2	2
Photographer	NA	-23%		
Photographer Senior	23		2	1
Photographic Platemaker Comb	*		2	2
Photographic Platemaker Comb App	*		2	2
Physical Plant Supervisor	23		2	3
Physical Plant Supervisor Sen	25	-16%	2	3
Physical Plant Supervisor Spec	28		2	3
Pilot	23		2	3
Planner I	23		2	2
Planner II	27	-4%	2	2
Planner III	31		2	2
Plant Science Technician I	16		1	1
Plant Science Technician II	18		1	1
Plumber	17	-32%	2	3
Plumber Senior	20		2	3
Policy And Program Analyst	29		2	2
Power Plant Operator	14	-29%	2	3
Power Plant Operator Senior	17		2	3
Prepress Technician	*		2	2
Print Shop Manager	25		2	2
Print Shop Supervisor	22	-17%	2	2
Printer	11		2	2
Printer Senior	15		2	2
Printer Specialist	19	-8%	2	2
Printer-Electronic Photocomp	*		2	2
Printer-Electronic Photocomp Appren.	*		2	2
Printing Press Operator	*		2	2
Printing Press Operator Apprentice	*		2	2
Printing Press Operator Assistant	*		2	2
Printing Press Operator Asst. Appren.	*		2	2
Printing Process Supervisor	20		2	2
Printing Service Coordinator	19		2	2
Procurement Officer I	23		2	2
Procurement Officer II	26	-4%	2	2
Procurement Officer III	29		4	2
Procurement Officer IV	32	-11%	4	2
Professional Civil Eng I	33		4	2
Professional Civil Eng II	35	6%	4	2
Professional Civil Eng III	37		4	2
Professional Civil Eng IV	38	4%	4	2

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Professional Environ Eng I	33		4	2
Professional Environ Eng II	35	-1%	4	2
Professional Environ Eng III	37	20%	4	2
Professional Geologist II	29	0%	4	2
Professional Geologist III	31		4	2
Professional Geologist IV	32	-7%	4	2
Program Consultant I	24	-9%	2	2
Program Consultant II	27		2	2
Program Services Manager I	25		2	2
Program Services Manager II	27		2	2
Program Services Manager III	29		2	2
Program Specialist I	20	1%	2	2
Program Specialist II	22		2	2
Program Specialist III	25		2	2
Property Appraiser I	24		2	2
Property Appraiser II	27	42%	2	2
Property Appraiser III	30	27%	2	2
Property Appraiser IV	35		3	3
Psychologist I	26		4	1
Psychologist II	30	-12%	4	1
Psychologist III	32		4	1
Psychologist IV	34	20%	4	1
Public Health Educator	27		2	2
Public Health Nurse I	25		4	1
Public Health Nurse II	27	4%	4	1
Public Health Nurse III	28		4	1
Public Information Officer I	24	-12%	2	2
Public Information Officer II	26		2	2
Public Prog/Perform Technician	18		2	1
Public Service Administrator I	24		2	3
Public Service Administrator II	27		2	3
Public Service Administrator III	29		2	3
Public Service Executive I	29		4	3
Public Service Executive II	32		4	3
Public Service Executive III	34		3	3
Public Service Executive IV	36		3	3
Publications Editor	27		2	2
Publications Writer I	21	-10%	2	2
Publications Writer II	24		2	2
Qualified Dev Disability Prof	26	-11%	2	2
Radiation Control Inspector	28		2	2
Radiologic Technologist I	25	-14%	2	1
Radiologic Technologist II	27		2	1
Real Estate Specialist	21		2	2
Refrig And A C Svc Tech	17	-20%	2	3
Refrig And A C Svc Tech Senior	19		2	3
Registered Nurse	25	-16%	4	1
Registered Nurse Administrator	34	-9%	4	1
Registered Nurse Senior	28	-11%	4	1
Registered Nurse Specialist	31		4	1
Rehab Support Worker I	NA	-38%	2	2
Rehab Support Worker II	14		2	2
Rehabilitation Instructor	17		2	2
Research Analyst I	20		2	1
Research Analyst II	23		2	1

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Research Analyst III	25	-1%	2	1
Research Analyst IV	28		2	1
Research Analyst V	30	8%	4	1
Research Instrument Operator	22		2	3
Research Technologist	25		2	2
Revenue Customer Rep	19		2	2
Revenue Customer Rep Senior	21	-4%	2	2
Revenue Customer Rep Specialst	24		2	2
Right-of-Way Agent I	23		2	2
Right-of-way Agent II	24	-19%	2	2
Right-of-way Agent III	27		2	2
Right-of-way Property App I	25		2	2
Right-of-way Property App II	27	-3%	2	2
Right-of-way Property App Sup	29		2	2
Safety And Health Specialist	24	-9%	2	2
Safety And Health Technician	23		2	2
Safety And Security Chief	19		1	1
Safety And Security Officer I	15	-4%	1	1
Safety And Security Officer II	17		1	1
Sales Representative	20		2	2
School Food Service Consultant	27		4	2
Seasonal Park Ranger	\$10/hr		5	3
Seasonal Worker	5		1	1
Seasonal Worker Senior	6		1	1
Securities Special Invest I	26		5	3
Securities Special Invest II	28		5	3
Securities Special Invest III	30		5	3
Securities Special Invest IV	32		5	3
Senior Administrative Asst	16	-15%	1	1
Senior Administrative Spec	19	-21%	2	2
Senior Laboratory Scientist	32		4	2
Senior Special Agent - KBI	32	27%	5	3
Service Assistant	7		1	1
Sign Shop Supervisor	22		2	3
Sign Shop Worker	17		2	3
Social Worker	NA	-21%		
Social Work Supervisor	27	-4%	2	1
Social Worker Specialist	25		2	1
Special Agent - KBI	30		5	3
Special Agent in Charge - KBI	35	24%	5	3
Special Investigator I	22	-22%	2	2
Special Investigator II	24		2	2
Speech Pathologist/Audio I	26	2%	4	1
Speech Pathologist/Audio II	29		4	1
Staff Development Special I	26	-9%	2	3
Staff Development Special II	29		4	3
State Audit Administrator	34		3	3
State Auditor I	24		2	2
State Auditor II	26	-9%	2	2
State Auditor III	29	-16%	4	2
State Auditor IV	32		4	2
Storekeeper	NA			
Storekeeper Senior	NA	-25%		
Storekeeper Specialist	18		1	1
Surplus Property Agent	20		2	2

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System Software Analyst I	27		4	2
System Software Analyst II	29	-10%	4	2
System Software Analyst III	31		4	2
System Software Staff Consultant	33		4	2
System Software Supervisor	33	-2%	4	2
Tax Examiner	16		2	2
Tax Examiner Manager	24		2	2
Tax Examiner Senior	19		2	2
Tax Examiner Specialist	21		2	2
Tax Specialist	32		3	3
Technology Support Consultant I	25		2	2
Technology Support Consultant II	27	9%	2	2
Technology Support Consultant III	29		2	2
Technology Support Supervisor	30	-8%	2	2
Technology Support Tech I	19		2	2
Technology Support Tech II	22	-21%	2	2
Therapy Services Supervisor	30		3	3
Tourist Counselor	15		1	1
Unit Team Manager	26	-10%	5	3
University Detective	25		5	3
University Police Captain	30		5	3
University Police Corporal	23		5	3
University Police Lieutenant	28		5	3
University Police Officer	21	-5%	5	3
University Police Officer Trainee	19		5	3
University Police Sergeant	25		5	3
Utility Worker	13	-31%	1	1
Veterinarian	38	5%	4	1
Veterinary Anesthesia Tech	22		2	1
Veterinary Technician I	18		2	1
Veterinary Technician II	20		2	1
VIN Inspector	15		1	1
VIN Inspector Lead	17		1	1
VIN Inspector Supervisor	20		1	1
Volunteer Services Coordinator	21	15%	2	2
Warden III	35	-21%	3	3
Warden IV	37		3	3
Welder	18	-10%	2	3
Wildlife/Parks Assistant Mgr	23		2	3

* **Pay Plan Key** Basic Vocational Pay Plan
General Classified Pay Plan
Management Pay Plan
Professional Individual Contributor Pay Plan
Protective Services Pay Plan